

WORK PLAN/FINANCIAL PLAN

Cooperator: Snohomish County – Paine Field

Contact: Andrew Rardin, 425-353-2110 Ext 2227, Andrew.rardin@co.snohomish.us

Cooperative Service Agreement No.: 26-7353-5594-RA

WBS Element: AP.RA.RX53.73.0101

Location: Paine Field, Everett, WA

Dates: January 1, 2026 – December 31, 2030

In accordance with the Cooperative Service Agreement 26-7353-5594-RA (2026 signature year) between Snohomish County-Paine Field and the United States Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Wildlife Services (WS), this Work Plan sets forth the objectives, activities and budget of the wildlife control activities for the period of January 1, 2026 through December 31, 2030.

Program Objective

Wildlife Services' objective is to reduce human health and safety risks associated with potential wildlife/aircraft collisions and other airport operations. APHIS-WS will provide assistance in the form of technical information, recommendations, and wildlife management activities related to minimizing wildlife conflicts. Specifically, APHIS-WS will work to reduce the threat from wildlife on and around Paine Field property.

PLAN OF ACTION:

1. APHIS-WS will assign one Wildlife Biologist to Paine Field for up to 40 hours per week and a Wildlife Biologist/Specialist for support for 325 hours per year. APHIS-WS will also provide the vehicles, equipment, supplies, and/or training necessary to implement management activities. The Wildlife Biologist will assist Paine Field by:
 - collecting wildlife survey data
 - providing assistance, support, and quality control for the Paine Field wildlife database
 - monitoring construction projects for potential wildlife hazards
 - providing annual wildlife hazard management training to Paine Field staff
 - assisting in maintaining and implementing the Wildlife Hazard Management Plan for Paine Field
 - providing direct control assistance when available
 - participating in meetings
 - providing reports upon request
2. Paine Field will be responsible for obtaining and maintaining the Migratory Bird Depredation Permits that are required by the United States Fish and Wildlife Service. APHIS WS will provide activity reports and assist with the annual reporting.

3. Paine Field will be responsible for providing APHIS-WS personnel with the necessary security access and training for accessing the ramp and air movement areas as authorized.
4. Evan Moran, District Supervisor in Poulsbo, WA, (360) 337-2778 will supervise this project. It will be monitored by Brook Zscheile, Acting State Director, Olympia, WA, (360) 753-9884.
5. APHIS-WS will cooperate with the Washington Department of Fish and Wildlife, the U.S. Fish and Wildlife Service, county and local city governments, and other entities to ensure compliance with applicable Federal, State, and local laws and regulations.
6. Snohomish County will be billed monthly by APHIS-WS only for expenses shown in the Financial Plan and will not exceed the Agreement Total. Personnel Compensation is defined as salary for all hours worked, benefits, differentials, hazardous duty allowances, annual leave, sick leave and awards. The financial point of contact for this Work Plan/Financial Plan is Michelle Rodriguez, Budget Analyst, (360) 742-5496.

FINANCIAL PLAN

For the disbursement of funds from
Snohomish County – Paine Field
to
USDA APHIS Wildlife Services
for
Airport Wildlife Hazard Management
from
1/1/2026 to 12/31/2026

Cost Element	Full Cost		
Personnel Compensation	\$		140,900.00
Vehicles	\$		11,470.94
Supplies and Materials	\$		7,650.00
Subtotal (Direct Charges)	\$		160,020.94
Pooled Job Costs	11.00%	\$	17,602.30
Indirect Costs	16.15%	\$	25,843.38
Agreement Total		\$	203,446.62

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **\$203,446.62**

FINANCIAL PLAN

For the disbursement of funds from
Snohomish County – Paine Field
to
USDA APHIS Wildlife Services
for
Airport Wildlife Hazard Management
from
1/1/2027 to 12/31/2027

Cost Element		Full Cost	
Personnel Compensation	\$		143,812.00
Vehicles	\$		11,493.13
Supplies and Materials	\$		7,800.00
Subtotal (Direct Charges)	\$		163,105.13
Pooled Job Costs	11.00%	\$	17,941.56
Indirect Costs	16.15%	\$	26,341.48
Agreement Total		\$	207,388.17

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **\$207,388.17**

FINANCIAL PLAN

For the disbursement of funds from
Snohomish County – Paine Field
to
USDA APHIS Wildlife Services
for
Airport Wildlife Hazard Management
from
1/1/2028 to 12/31/2028

Cost Element		Full Cost	
Personnel Compensation	\$		146,676.00
Vehicles	\$		11,493.13
Supplies and Materials	\$		7,950.00
Subtotal (Direct Charges)	\$		166,119.13
Pooled Job Costs	11.00%	\$	18,273.10
Indirect Costs	16.15%	\$	26,828.24
Agreement Total		\$	211,220.47

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **\$211,220.47**

FINANCIAL PLAN

For the disbursement of funds from

Snohomish County – Paine Field
to

USDA APHIS Wildlife Services

for

Airport Wildlife Hazard Management
from

1/1/2029 to 12/31/2029

Cost Element	Full Cost	
Personnel Compensation	\$	149,570.00
Vehicles	\$	11,493.13
Supplies and Materials	\$	8,100.00
Subtotal (Direct Charges)	\$	169,163.13
Pooled Job Costs	11.00%	\$ 18,607.94
Indirect Costs	16.15%	\$ 27,319.84
Agreement Total		\$ 215,090.91

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **\$215,090.91**

FINANCIAL PLAN

For the disbursement of funds from

Snohomish County – Paine Field
to
USDA APHIS Wildlife Services
for
Airport Wildlife Hazard Management
from
1/1/2030 to 12/31/2030

Cost Element	Full Cost		
Personnel Compensation	\$		152,514.00
Vehicles	\$		11,493.13
Supplies and Materials	\$		8,250.00
Subtotal (Direct Charges)	\$		172,257.13
Pooled Job Costs	11.00%	\$	18,948.28
Indirect Costs	16.15%	\$	27,819.53
Agreement Total		\$	219,024.93

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **\$219,024.93**

Mailing Address:	Billing Address:
SNOHOMISH COUNTY AIRPORT	Same as mailing
3220 100 TH SW, Suite A	Tax ID: 91-6001368
EVERETT, WA 98204	Financial POC: Nick Landgraff
425-353-2110 Ext 2227	nick.landgraff@snoco.org

Dave Somers Snohomish County Representative

Date

UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES

Brook Zscheile, Acting State Director, Washington

Date

Wendy Anderson, Director, Western Region

Date